



Opportunity Through Education

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Memo

TO: Joint Education Interim Committee

FROM: Chad Auer, Deputy Superintendent

DATE: May 31, 2022

SUBJECT: Teacher Recruitment and Retention

This memo addresses the Interim topic priority No. 1 for the Joint Education Committee on Recruitment and Retention of Teachers. The Wyoming Department of Education (WDE) and the Professional Teaching Standards Board (PTSB) has defined a long-term solution for recruitment and retention by developing a registered teacher apprenticeship initiative in Wyoming.

Working closely with the U.S. Department of Labor, Tennessee was the first state to sponsor Teacher Occupation Apprenticeship programs. Registered apprenticeship programs allow for high-quality, industry-driven, work-based learning pathways that provide individuals with hands-on work experience while earning a wage that increases during the progression through the initiative.

Tennessee has paved the way for other states and is graciously sharing the results of multiple years of work in a playbook and other key materials and supports. In a meeting with Tennessee's team, the WDE and PTSB were able to gather important information that not only confirmed various aspects of its own evolving framework, but will also allow both entities to keep things moving forward. While the WDE and PTSB do not intend to simply mirror what Tennessee has done, the entities will use these valuable resources to accelerate the process in Wyoming.

WDE and PTSB team members have met throughout April and May to begin the development of the Wyoming Teacher Apprenticeship initiative. The two organizations are leading a Work Group composed of a wide range of people representing key stakeholders including the Governor's office, the legislature, the University of Wyoming, the Wyoming Community College Commission, the Department of Workforce Services, the U.S. Department of Labor, both school and district leadership, and Boards of Cooperative Educational Services. The work group has been defining the apprentice competencies, the structure of the apprenticeship initiative, and the qualifications of incoming apprentices. In addition to the work group, a broader, high-level advisory group will provide feedback on the draft framework based on its areas of expertise, and provide continued support as the project moves forward.

The implementation of the Wyoming Teacher Apprenticeship initiative will be accomplished utilizing a three-phased approach, addressing the need for varied pathways to certification. The first phase focuses on staff currently employed within the district who have an Associate's Degree. The goal of this initial phase will be to pilot the initiative in a small, medium, and large district in the fall of 2022.

The second phase will connect staff currently employed within the district that do not have an Associate's Degree, as well as people outside of the district who want to become teachers. The third and final phase will focus on building pathways for high school students interested in teaching.

In addition to the Wyoming Teacher Apprenticeship initiative, the WDE is engaging students in Teacher Preparation programs and working with local school districts to gather up to date information on teacher recruitment and retention ahead of the 2022 school year.

In late April, the WDE and PTSB embarked on an out-of-state digital awareness campaign (utilizing ESSER funds) to encourage teachers to "Picture themselves teaching in Wyoming." The initial pilot is running in two counties in Northern California and two counties around Columbus, Ohio. The data on audience engagement will be reviewed to determine effectiveness and subsequent placements will be rolled out through the end of July and will be made accordingly. The roll out will include placements in Florida, Texas and Northern Colorado.

The ads can be viewed [here](#), and the landing page on the PTSB website can be viewed [here](#).



Wyoming Teacher Apprenticeship

an initiative of the Wyoming Department of Education and the Wyoming Professional Teaching Standards Board

The Wyoming Department of Education, the Wyoming Professional Teaching Standards Board and key stakeholders have outlined a three phase approach to implementation. Both short and long term potential funding streams have been identified at the district, state and federal levels.

Phase One

Paraprofessional/Substitute Teacher with an Associate's Degree Working Within the District

- Paraprofessionals/Substitute Teachers apply and are given direct entry per the requirements/ qualifications.
- Apprentices are working in the district and continue to be paid with a schedule of pay increase commensurate with movement through the program.
- Paraprofessional Teacher apprentices work with Professional Teaching Standards Board (PTSB) to obtain a substitute teaching license.
- Apprentices complete on-the-job (OTJ) learning during the workday, actively teach students in a classroom and will have a mentor teacher(s). Apprentice will complete a minimum of 6,000 hours of OTJ training.
- Apprentices take Related Instruction (RTI) offered through the community colleges and UW, preferably online and off work hours.
- The district will (likely) hire the apprentice upon completion of the program.
- Apprentice will complete all requirements, meet the competencies, be approved by the PTSB as a certified teacher and receive a Department Of Labor Office of Apprenticeship completion of the Wyoming Teacher Apprenticeship.

Phase Two

Paraprofessional working in a district without an Associate's Degree

- Paraprofessionals/Substitute Teachers apply and are given direct entry per the requirements/ qualifications.
- Apprentices are working in the district and continue to be paid with a schedule of pay increase commensurate with movement through the program.
- Apprentices complete on-the-job (OTJ) learning during the workday, actively teach students in a classroom and will have to have a mentor teacher(s). Apprentice will complete a minimum of 6,000 hours of OTJ training.
- Apprentices take Related Instruction (RTI) offered through the community colleges and UW, preferably online and off work hours. Paraprofessional Teacher apprentices work with PTSB to obtain a substitute teaching license. Followed by completion of the Bachelor's Degree.
- The district will (likely) hire the apprentice upon completion of the program.
- Apprentice will complete all requirements, meet the competencies, be approved by the PTSB as a certified teacher and receive a DOL Office of Apprenticeship completion of the Wyoming Teacher Apprenticeship.

Wyoming Teacher Pre-Apprenticeship

- Prepare high school students to become K-12 educators through an Education CTE Program of Study.
- Students in grades 9-10 take required high school graduation classes and complete dual credit classes for the Wyoming Teach Pre-Apprenticeship program.
- Students in grades 11-12 take dual credit classes to earn an Associate’s Degree in Education to equal Paraprofessional.
- Students graduate with a high school diploma and Associate’s Degree, or hours toward the Associate’s Degree (to be completed during summer or fall).
- Students apply to the school district for Paraprofessional or Substitute Teacher positions.
- Students work with PTSB to obtain a substitute teaching license.
- Students should complete 3,500-4,000 OJT hours and will be paid. Hours not completed can be added onto the apprenticeship stage.
- Students will complete 288 hours of RTI.
- Upon completion of the Wyoming Teacher Pre-Apprenticeship, students are eligible for application to the Wyoming Teacher Apprenticeship.

District

- ESSER/ARPA*
- School Foundation Block Grant
- Title II
- Special Education
- Title VIB Special Education

WDE

- ESSER/ARPA*
- Title II
- Special Education
- Title VIB Special Education
- Perkins Fund

DWS

- Apprentice Expansion Grant
- Workforce Development Training Fund – Apprenticeship
- Workforce Development Training Fund – Internship
- WIOA Grant

OTHER

- BOCHES
- Hathaway Scholarship
- Wyoming’s Tomorrow Scholarship

* Short-term funding